

CIVIL RIGHTS KNOWLEDGE CHECK ANSWER KEY

Name (Signature)_____ Date_____

Instructions: Select from the terms listed below to answer the questions.

1. What are the six federally protected classes under USDA requirements?
1. Disability 2. Age 3. Sex
4. National Origin 5. Race 6. Color
2. What are the State of Iowa four additional classes protected under Iowa Civil Rights law?
1. Sexual Orientation 2. Gender Identity 3. Creed 4. Religion
3. All employees with Child Nutrition Program responsibilities complete Civil Rights training annually.
4. Discrimination is the act of distinguishing one person or group of persons from others, either intentionally, by neglect, or by the effect of actions, or lack of actions based on their protected classes.
5. Noncompliance is a factual finding that any civil rights requirement, as provided by federal and state law, regulation, policy, instruction, or guidelines, is not being adhered to.
6. And Justice for All poster must be prominently displayed in an area that is visible to all program participants.
7. Racial and Ethnic Distribution form is completed annually and updated as needed. This form collects the district's applicant data according to race and ethnicity.
8. Diet Modification form describes a participant's disability/intolerance that prevents the participant from eating the regularly offered foods.
9. What statement can be use if the material is too small to permit the full non-discrimination statement to be included, one page or smaller. *This institution is an equal opportunity provider*
10. Reasonable steps must be taken to ensure meaningful access to the information and services.
11. A complaint must be filed within 180 days based on a federally protected class.
12. A complaint must be filed within 300 days based on a state protected class.

"This institution is an equal opportunity provider".